



# MENTORING & COACHING MONTHLY

Volume VIII • Issue XII • December 2018



## Table of Contents

### IN THIS ISSUE

ABOUT US.....1

### LETTER FROM THE EDITOR

### IN THE NEWS

ARTICLE IN FOCUS.....2

NATIONAL MENTORING MONTH .....3

2018-19 FISCAL YEAR HIGHLIGHTS.....4

STEM BOOMERANG EVENT.....5

### CONTACT US

### SOCIAL MEDIA

MEMBERSHIP BENEFITS.....6



## In This Issue

Hello and thank you for tuning into the December 2019 issue of *Mentoring & Coaching Monthly*! It's been a busy semester here at the Mentoring Institute, and with Winter Break around the corner, we're looking forward to the holidays and the New Year.

The December 2018 issue of the newsletter includes the Editor's Note, Mentoring News, and an Article in Focus: "For Mentorships to Work, Colleges Have To Commit" in the first section. This is followed by an informational overview of National Mentoring Month, which is coming up this January. After this article, we briefly discuss some of the highlights of the 2018-19 fiscal year, reflect on the data, and what this means for the Mentoring Institute going forward.

The final pages of the newsletter will center on the second annual STEM Boomerang symposium, an event that the Mentoring Institute both sponsored and participated in, and it ends with a discussion regarding membership benefits, and why you should get on board today!



MENTORING INSTITUTE

## ABOUT US

THE MENTORING INSTITUTE DEVELOPS, COORDINATES AND INTEGRATES RESEARCH AND TRAINING ACTIVITIES USING EVIDENCE BASED MENTORING PRACTICES AT THE UNIVERSITY OF NEW MEXICO (UNM).

THE MENTORING INSTITUTE PROVIDES A VARIETY OF SERVICES TO THESE PROGRAMS. THE MENTORING INSTITUTE AIMS TO BUILD UP CURRENT MENTORING PROGRAMS AND ENHANCE THE CULTURE OF MENTORING WITHIN THE UNIVERSITY, AND THE STATE IT SERVES.

THE MENTORING INSTITUTE ASSISTS IN STIMULATING AND PROMOTING A MENTORING CULTURE WITHIN THE COMMUNITY. BY ENCOURAGING THE MATRICULATION AND GRADUATION OF STUDENTS AS WELL AS THE RETENTION OF FACULTY AND STAFF AT THE UNIVERSITY OF NEW MEXICO, THE INSTITUTE ALSO CONTRIBUTES TO THE DEVELOPMENT AND ECONOMIC GROWTH OF NEW MEXICO.

...

## Editor's Note

Welcome back to *Mentoring & Coaching Monthly*! December has been a busy month for the Mentoring Institute, as we celebrate the holidays and prepare to ring in the New Year.

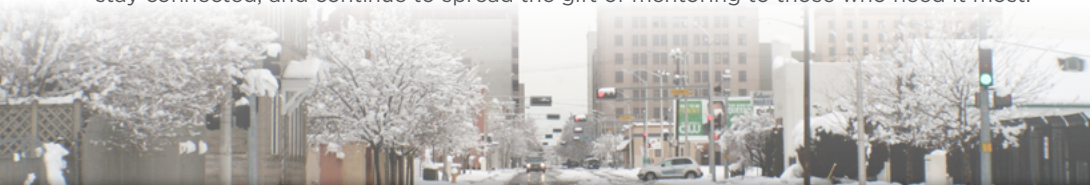
The first portion of this newsletter will provide our readers with some engaging news articles on mentoring. *The New York Times* published two articles that make for an interesting read; One article broached how to start a mentoring journey, and another looked at how to let go of a mentoring relationship. The second half of this page contains an "Article in Focus" from the Chronicle of Higher Education, which discusses the need for an academic institution's to fully commit to faculty mentorship programs in order for them to be successful.

This newsletter also contains a feature article that summarizes some of the highlights of the 2017-18 fiscal year. As we wrap up the 2018 year, it is a great opportunity share what the Mentoring Institute has been up to. Here at the Mentoring Institute, we continually strive to be the leaders in our field, and as the fiscal year draws to a close, it's important that we recognize our accomplishments, and also identify areas where we can improve as an organization. We want to share them with you so we can get feedback, and continue to improve and expand the services that we provide at the Mentoring Institute

As we discussed in the prior newsletter, The Mentoring Institute has recently been working with Dr. Maggie Werner-Washburne, Regents professor in UNM's biology department, on the STEM Boomerang program. On December 20th, STEM Boomerang held their second annual event. Some interesting highlights and an event overview will be provided in this section. Finally, we discuss the benefits of membership, how we envision the growth of the membership site, and why you should join the membership site today!

As always, now is always a perfect time to begin integrating mentoring best practices into your professional goals, personal life, and in the pursuit for higher education. It is often the support of a mentor or a network of mentors that provide a good student with the resources and confidence to become a great student. We encourage you to seek out mentoring opportunities in all areas of your life.

As always, thank you for your support of the Mentoring Institute, and we hope that you will stay connected, and continue to spread the gift of mentoring to those who need it most.



## IN THE NEWS:

### What's new in this month's selection of mentoring-related news



THE NEW YORK TIMES  
[\*When a Mentor Might Need to Let Go\*](#)  
[By Rob Walker](#)



THE NEW YORK TIMES  
[\*Why Mentoring Matters, and How to Get Started\*](#)  
[By Lizz Schumer](#)



NATURE: INTERNATIONAL JOURNAL OF SCIENCE  
[\*Great Mentoring is Key for the Next Generation of Scientists\*](#)



NATURE: INTERNATIONAL JOURNAL OF SCIENCE  
[\*Mentorship Training Curbs Academic Abuse\*](#)  
[By Susan E. Liao](#)

## Article in Focus

### FOR MENTORSHIPS TO WORK, COLLEGES HAVE TO COMMIT

BY ALEXANDER C. KAFKA  
CHRONICLE OF HIGHER EDUCATION

Students entering higher education begin a journey that is rife with challenges and obstacles that they must overcome, and extant research on mentoring affirms that when instituted and applied according to best practices, these and similar developmental relationships can be immensely helpful, even critical to student success.

Unfortunately, many university mentoring programs are underfunded, lack support from the university and colleagues, lack proper training to effectively institute these programs, and vary in terms of faculty engagement and commitment to the program. To flourish, faculty mentoring programs in higher education require: *"Sustained Resources, Rewards, and Support from participating faculty members."*

Kafka's article provides an in-depth look at some of the problems facing university mentoring programs and provides a robust and thorough discussion centered on the commitment that is required from colleges for the value of mentorship to be fully utilized.

[READ THE WHOLE ARTICLE HERE](#)





# LET'S GET READY FOR MENTORING MONTH 2019!

## Mentoring Month 2019

THIS CAMPAIGN CELEBRATES MENTORING AND THE POSITIVE EFFECT IT CAN HAVE ON YOUNG LIVES.

### ABOUT MENTORING MONTH

Launched in 2002 by **MENTOR: The National Mentoring Partnership (MENTOR)** and the **Harvard T.H. Chan School of Public Health**, National Mentoring Month focuses national attention on the need for mentors, as well as how each of us—individuals, businesses, government agencies, schools, faith communities and nonprofits—can work together to increase the number of mentors to help ensure positive outcomes for our young people.

### PRESIDENTIAL ENDORSEMENTS AND SUPPORT FROM PUBLIC FIGURES

National Mentoring Month has received numerous endorsements from a wealth of public figures and bipartisan support from a succession of U.S. presidents; it was also supported by both branches of congress. Former President George W. Bush endorsed National Mentoring Month in 2002, and former President Barack Obama continued the endorsement throughout his presidency, appearing in an advertising campaign in 2009. First Lady Michelle Obama also worked closely with MENTOR/National Mentoring Partnership to continue to expand the mission and vision of National Mentoring Month. President Donald Trump continued support of the campaign upon taking office.

The campaign has also received support from celebrities and other public figures. Other well-known supporters include the late Maya Angelou, Clint Eastwood, Senator John McCain, Quincy Jones, General Colin L. Powell, Cal Ripken Jr., Bill Russell and Usher.

### PARTNERSHIPS

Local lead partners include state and local affiliates of MENTOR/National Mentoring Partnership, Corporation for National and Community Service, Points of Light Foundation and Volunteer Center National Network, America's Promise, Big Brothers Big Sisters of America, Communities in Schools, America Mentors and United Way of America.

### 2019 SPONSORS & PAST CONTRIBUTORS

The four primary sponsors of the 2019 Mentoring Month are:

- **The National Basketball Players Association,**
- **The Highland Street Foundation**
- **NBA Cares**
- **The Harvard School of Public Health**

Since its inception in 2002, National Mentoring Month has received considerable support and partnerships from media organizations and associations; past and present campaign media partners include media companies **Comcast**, **Time Warner**, and **Viacom**; television networks **NBC**, **ABC**, **CBS**, and **Fox News**; and the **National Association of Broadcasters**.



CLICK ON THE ABOVE IMAGE  
TO VISIT OFFICIAL WEBSITE

### 2019 Resources You Can Use!

CLICK ON THE BUTTONS BELOW TO EXPLORE EACH RESOURCE!

NATIONAL MENTORING  
MONTH TOOLKIT

CORPORATE ENGAGEMENT  
TOOLKIT

A HOW-TO WEBINAR  
FOR TOOLKIT

WATCH NATIONAL  
MENTORING MONTH VIDEOS

## Campaign Goals

### Goal I

- Raise awareness of mentoring in its various forms

### Goal II

- Recruit individuals to mentor, especially in programs that have waiting lists of young people

### Goal III

- Promote the rapid growth of mentoring by recruiting organizations to engage their constituents in mentoring.

**2019 NATIONAL MENTORING SUMMIT**  
**JANUARY 30 - FEBRUARY 1, 2019**

### RENAISSANCE WASHINGTON, D.C. DOWNTOWN

*The National Mentoring Summit is the only national convening of youth mentoring professionals, researchers, MENTOR Affiliates, philanthropic investors, and government and civic leaders aimed at collectively strengthening and expanding quality mentoring relationships for young people across the country.*

**Standard: \$395 | PPT: \$450**

[CLICK HERE FOR MORE INFO](#)



## Important Dates

### JANUARY 4, 2019 - I AM A MENTOR DAY

*A day for volunteer mentors to celebrate their role and reflect on the ways mentees have enhanced their world.*

### JANUARY 17, 2019 - INTERNATIONAL MENTORING DAY

*A day of international conversation on social media where photos, videos and messages of powerful mentoring stories are shared.*

### JANUARY 21, 2019 - DR. MARTIN LUTHER KING, JR. DAY OF SERVICE

*A day to share in the inspirational words of Dr. MLK, Jr. and elevate the spirit of service through volunteerism.*

### JANUARY 30- FEBRUARY 1, 2019 - NATIONAL MENTORING SUMMIT

### JANUARY 31, 2019 - #THANKYOURMENTOR DAY

# FISCAL YEAR HIGHLIGHTS • 2017-2018

## THE MENTORING INSTITUTE

CELEBRATING 11 YEARS OF PROVIDING SERVICE TO OUR COMMUNITY!

### 2017-18 FISCAL YEAR HIGHLIGHTS



MENTORING  
INSTITUTE  
Est. 2007

Each year, The Mentoring Institute strives to fulfill its mission and vision, meet organizational and institutional goals, and grow the impact and reach of the mentoring community within local, state, national, and international

capacities. A critical part of reaching our goals is to take inventory on our different achievements using data and analytics to see where we are experiencing growth, and also see areas where we need to improve. At the Mentoring Institute, we believe that any setback or challenge is a opportunity to learn and grow. Below, we have provided some data and visuals to showcase the 2017-2018 fiscal year.



### THE MENTORING INSTITUTE OVER THE YEARS

In the last **11 years**, the Mentoring Institute has cultivated **29 partnerships** across campus, providing services in a recurring manner to **6** of them.

The Mentoring Institute strives to utilize its resources each year in a way that **grows the impact** that **prevalence of mentoring** on a local, national, and international scale.

A total of **4,837 attendees** have participated in the UNM Mentoring Conferences, and **over 1,700 papers** were published as part of the UNM Mentoring Conference Proceedings.

**Training Services** were provided to **1,162 mentors** in short training programs and pre-conference workshops, and **232 participants** successfully completed certificate-training programs. Training and consulting services provided to UNM mentoring programs are free.

### IMA Conference Totals

440

TOTAL # OF IMA  
CONFERENCE  
PARTICIPANTS

25

TOTAL PRESENTATIONS IN NATIONAL/  
INTERNATIONAL CONFERENCES: IMA, MI,  
LATNET, IHEP, AERA, & EMCC

4.6

AVERAGE IMA  
CONFERENCE  
EVALUATION SCORE

### SELECTED STATS FROM 2017-18

#### Pre-Conference Workshops

381  
4.4

TOTAL PRE-CONFERENCE PARTICIPANTS  
AVERAGE SCORE: PRE-CONFERENCE WORKSHOPS

#### Mentor Training Programs

781  
4.4

TOTAL SHORT TRAINING PARTICIPANTS  
AVERAGE SCORE: SHORT TRAINING PROGRAM

232  
4.5

TOTAL CERTIFICATION PARTICIPANTS  
AVERAGE SCORE: CERTIFICATION MODULES

### Mentoring Institute Conference Totals

4,837

TOTAL # OF  
CONFERENCE  
PARTICIPANTS

1,312  
(27%)

# OF ATTENDEES FROM  
NEW MEXICO

975  
(20%)

# OF ATTENDEES  
FROM UNM

1,406  
(29%)

STUDENT

2,140  
(44%)

FACULTY

995  
(21%)

STAFF

296  
(6%)

OTHER

1,704

TOTAL PEER REVIEW  
PAPERS PUBLISHED

1,785

TOTAL # OF  
SESSIONS

4.4

AVERAGE OVERALL  
CONFERENCE EVALUATION  
SCORE





# EVENT IN-FOCUS: STEM BOOMERANG 2018



## ABOUT THE EVENT

On December 20th, the Mentoring Institute participated in and provided sponsorship for the **second annual STEM Boomerang symposium** at the University of New Mexico. The project was spearheaded by Dr. Maggie Werner-Washburne, Regents Professor of Biology at UNM and founder of STEM Boomerang. The primary aim of the event was to quell the State of New Mexico's prolonged "brain drain" by connecting local business and government leaders with those who left to pursue science, technology, engineering and math careers outside of New Mexico.

Community leaders joined together to combat the notion that there is a dearth in professional opportunities for STEM professionals in New Mexico. This misconception has provided the impetus for STEM Boomerang, which seeks to bring back New Mexican STEM professionals back to the state, and seeks to retain the talent that so often leaves the state for other employment opportunities. The event was well attended, with over 250 people at the event, including Albuquerque Mayor Tim Keller, his wife Liz Keller, and the Mayor of Santa Fe Alan Webber, among others.

During the event, there were approximately 25 different vendors from local STEM field businesses, and attendees were able to find new connections and potential colleagues, learn about local tech businesses, and in some cases, were able to begin a new chapter in their career path. The Mentoring Institute was pleased to contribute to an event that holds much potential to stimulate the job market and encourage economic growth in the State of New Mexico, and we look forward to continuing to collaborate with STEM Boomerang in the future.

## FEATURED SPEAKER IN FOCUS



At the STEM Boomerang event, featured speaker Steve McKee gave a talk titled "Creative Disruption." In his talk, McKee discussed the impact of technological change on markets, particularly STEM economies, and shared some hard truths with the audience about job growth, and opening yourself up to change.

McKee discussed a study conducted over a 28-year time-frame, that looked at the United States economy. Research found that there was only an average of 2% increase in job creation, and an average of 15% job destruction. Rather than frame the statistic in a negative light, McKee encouraged attendees to acknowledge the trend, but to see it as "the nature of things" and a situation where "new eats old".

McKee advocated the term "Creative Disruption" to describe the phenomenon, noting that he preferred the term 'disruption' to 'destruction', because the former implied that there was no choice, and the latter term implied options. He elaborated on the "Creative Disruption" cycle that brands go through as they mature, denoting 5 stages: 1) Disruption; 2) Acceleration; 3) Maturation; 4) Saturation; and 5) Commoditization. This idea was particularly relevant to the STEM economic markets, which frequently impact and influence technological advancements.

***Steve McKee is the president of McKee Wallwork + Co, one of the fastest growing companies in America, and also works as a consultant. McKee is also an award-winning author. Learn more about Steve McKee on his website, [CLICK HERE](#).***

**LEARN MORE ABOUT THE STEM BOOMERANG PROGRAM, [CLICK HERE!](#)**



## Are you a member yet?

JOIN US TODAY TO ACCESS ALL THE GREAT BENEFITS, ANYTIME

### WHY BECOME A MEMBER?

Professionals from all disciplines can benefit from membership, but our primary research focus is mentoring in academia. Staff members in higher education, faculty members, and students at the undergraduate, graduate and post-doctorate level will benefit the most from membership, as the majority of our literature represents these areas. The literature also contains a smaller selection of research for practitioners, business executives, youth mentors, and non-profit organizations.

More than just a place for finding research, it is our vision that as membership continues to grow, the site will be utilized as a social networking platform, and mentoring practitioners from all around the world can engage in discussion, advance new ideas, and share and debate current issues facing the research field.

### Member Benefits

10% DISCOUNT ON THE MENTORING  
CONFERENCE REGISTRATION

MENTORING ARTICLES

JOURNAL PUBLICATIONS

WEBINARS

CONFERENCE VIDEOS

PUBLISHING OPPORTUNITIES

...

### ANNUAL MEMBERSHIP FEES

STANDARD \$500  
UNM STUDENTS \$300

Whether you missed the annual mentoring conference or you want to re-watch your favorite plenary session, a membership will provide you with exclusive access to video footage of the keynote and plenary speaker sessions from 2008 to 2018. As our membership site grows its audience, we hope that it will facilitate dialogue between educators and practitioners across disciplines, and help to advance the positive impact that mentoring has on the world today. **Sign Up Today and Experience the Benefits of Membership!**

## CONTACT US:

THE MENTORING INSTITUTE  
1716 LAS LOMAS BLVD NE  
ALBUQUERQUE, NM 87106

EMAIL: [MENTOR@UNM.EDU](mailto:MENTOR@UNM.EDU)

PHONE: 505.277.1694

WEBSITE: [MENTOR.UNM.EDU](http://MENTOR.UNM.EDU)

## SOCIAL MEDIA:



[Facebook](#)



[Instagram](#)



[Pinterest](#)



[Twitter](#)



[LinkedIn](#)

## SAVE THE DATE!

OUR 12TH ANNUAL MENTORING,  
COACHING, AND LEADERSHIP  
CONFERENCE WILL BE  
HELD AT UNM FROM  
OCTOBER 21-OCTOBER 25.

2019 CONFERENCE THEME:  
*TOWARDS THE SCIENCE OF  
MENTORING*

[CLICK HERE TO LEARN MORE](#)



MENTORING  
INSTITUTE